



REVIEW COMMITTEE

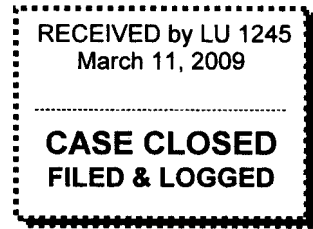


PACIFIC GAS AND ELECTRIC COMPANY
LABOR RELATIONS DEPARTMENT
MAIL CODE N2Z
P.O. BOX 770000
SAN FRANCISCO, CA 94177
(415) 973-6725

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
LOCAL UNION 1245, I.B.E.W.
P.O. BOX 2547
VACAVILLE, CALIFORNIA 94696
(707) 452-2700

JOHN MOFFAT, CHAIRMAN

- DECISION
- LETTER DECISION
- PRE-REVIEW REFERRAL



BOB CHOATE, SECRETARY

Arbitration No. 288
Review Committee Nos. 17506 & 17684
Energy Delivery - General Construction - Fresno

Monica Oakes
Company Member
Local investigating Committee

Mike Haentjens
Union Member
Local Investigating Committee

Grievance Issue:

The Company issued a DML and demoted a Subforeman A.

Discussion:

This case was discussed at length in all the steps of the grievance procedure. The DML has been deactivated and the employee is currently working as a Lineman.

The Company maintains the position that it is appropriate to discipline employees for inappropriate comments. Employees need to respect each other as stated in our vision and values and this applies to everyone in the Company. We need to deal with people openly and directly but we need to be respectful in doing so. The Company further maintains that it was appropriate to demote this employee for his conduct in the role as a Subforemen A. The Company has an obligation to be sure those employees that exercise supervisory responsibilities have the skills and personal qualifications to do so.

The Union maintains the position that the discipline was too severe and the demotion was not appropriate. The Union further stated that this employee was put into a very difficult situation and that he is one of the most capable Subforeman to train apprentices especially in the technical aspect of the work.

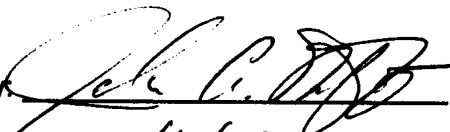
Decision

Based on the previous discussion in the Review Committee, parties agree that the DML was for just cause. In regards to the permanent demotion from Subforeman to Lineman the parties agree to return the grievant to a Subforeman A position in Promotion Demotion Area 3 in the Line Construction Department. The Company will also pay an equity settlement in the amount of \$7,000.

This case is closed without further adjustment.


For the Company:

John A. Moffat
Gayle Hamilton
Dave Morris
Malia Wolf

By: 
Date: 3/10/09

For the Union:

Bob Choate
William R. Bouzek
Louis Mennel
Karen Russell

By: 
Date: 3/10/09